

Kay Hamill

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PROFILE

HR Manager with a track record building high-impact solutions and improving guest satisfaction.

EXPERIENCE

HR Manager — Zieme - Dietrich (Jul 2018 - Dec 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 12%.
- Implemented a performance review program which improved engagement scores by 19 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 162 roles across EMEA/US, reducing time-to-hire by 36%.

HR Business Partner — Zemlak Group (May 2021 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 15%.
- Led recruitment for 97 roles across EMEA/US, reducing time-to-hire by 29%.
- Implemented a performance review program which improved engagement scores by 9 points.

People Operations Manager — O'Kon Group (Mar 2014 - Aug 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 17%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 14 roles across EMEA/US, reducing time-to-hire by 19%.
- Implemented a performance review program which improved engagement scores by 10 points.

Talent Acquisition Manager — Gerhold, Dibbert and Durgan (Sep 2016 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 8%.
- Led recruitment for 65 roles across EMEA/US, reducing time-to-hire by 34%.

HR Business Partner — Christiansen - Stehr (Aug 2015 - Present)

- Implemented a performance review program which improved engagement scores by 6 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

CORE SKILLS

Talent

Sourcing

Operations

HRIS (Workday/BambooHR)

People Practices

Succession Planning

Compliance

GDPR • Employment Law • Workplace Investigations • Diversity & Inclusion

EDUCATION

B.A. Business Administration, Monahan, Boyle and Lubowitz College (2021)

PROJECTS

provident substantia adiuvo - Stand-alone immersive strategy <https://polished-sailor.name/>

quae supra - Future-proofed local methodology

CERTIFICATIONS

- SHRM-CP
- CIPD Level 5/7